



REORGANIZATION DECISION MEMORANDUM

*The decision memorandum must be completed, **signed by the Assistant Administrator/ Regional Administrator**, submitted to Troy Boxton, Office of Human Resources, Policy, Planning and Training Division and the designated HR Shared Service Center Representative via **email and hardcopy** for review. If there are questions regarding this form, please refer to the agency's reorganization website for additional information at:
<http://intranet.epa.gov/ohr/programs/reorg/steps.htm>*

NOTE: Signing of this memorandum prior to stakeholder reviews does not confirm that the AA/RA agrees to any comments received pending final stakeholder comments.

MEMORANDUM

DATE: JUN 15 2016

SUBJECT: REORGANIZATION DECISION MEMORANDUM – Office of Water, Office of Wetlands Oceans & Watersheds, Immediate Office

FROM: Benita Best-Wong, Director, OWOW

TO: Joel Beauvais, Deputy Assistant Administrator, OW

This memorandum requests your approval of the proposed realignment of the Urban Waters (UW) Staff from the Office of Water (OW), Immediate Office to the Office of Wetlands, Oceans and Watersheds (OWOW), Immediate Office. Once the attached reorganization package is approved, it will be sent to the Office of Human Resources to begin the Agency review process. It is anticipated that the review will take 90 days or less.

NEED

Moving the Urban Waters Staff from the Office of Water, Immediate Office to a separate staff off the Office of Wetlands, Oceans and Watersheds, Immediate Office will better align the goals of Urban Waters in developing effective approaches for addressing environmental health conditions in underserved and other communities with the watershed approach, as well as supporting EPA regions and Federal Partners.

PROPOSAL

The Urban Waters Staff would move from the OW Immediate Office to the OWOW Immediate Office. The Staff Director would report directly to the Deputy Office Director of OWOW. The Staff would move from the William Jefferson Clinton-East building to the William Jefferson Clinton-West building and reside on the 7th floor.

REVIEW AND ANALYSIS

Management has engaged and consulted with the Office of Human Resources and the Shared Service Center in development of this reorganization package. At every step throughout the process, OWOW and OW-UW staff and the unions were kept up to date through All-Hands meetings, emails, and updates at regular branch meetings. Labor and Employee Relations staff have coordinated with the unions throughout the process, and union representatives were invited to participate in all discussions with staff and have received all materials distributed to staff. There have also been senior management discussions within the AA-ship. Communication to the Regions, Federal Partners and program offices and grantees is forthcoming.


This is a straight realignment of the Urban Waters Staff from the OW Immediate Office to the OWOW Immediate Office with no changes to positions, grades or supervisory status. The only impact on personnel related to the realignment of Urban Waters Staff from the Office of Water's Immediate Office to OWOW's Immediate Office is that OWOW will increase its diversity.

The transition of the Urban Waters Program to OWOW will require shifting budgetary resources associated with the program from the OW Immediate Office to OWOW. Precise amounts will be determined through the normal OW work-planning process; based on recent operating plans it's estimated that the resource transfer will include: 4.0 FTE and associated payroll (approximately \$680,000); travel (approximately \$22,000); Working Capital Fund resources to support four staff members; and extramural funding (approximately \$3.7 million) to support contracts and grants.

RECOMMENDATION

I have received notice from the Office of Administration and Resources Management's Office of Human Resources that all comments have been satisfactorily resolved and the proposal is ready for approval.

Approved:


Joel Beauvais, Deputy Assistant Administrator, OW

Date:

6/21/11

Attachment:

Tab A: Reorganization Proposal Form



REORGANIZATION PROPOSAL

The Reorganization Proposal form must be completed, signed by your Assistant Administrator/Regional Administrator, and submitted to Troy Bixton, OARM, Office of Human Resources, Policy, Planning and Training Division and to your designated HR Shared Service Center Representative via email for review. Please complete this form in its entirety and submit with all required documents and approvals; forms are available at <http://intranet.epa.gov/ohr/programs/reorg/start.htm> If you have any questions regarding completion of this form, please see page 2 for Troy's contact information.

A. CONCISE STATEMENT OF CHANGE

1. Provide an executive summary that succinctly explains the proposed change(s) (one paragraph or less). Move the Urban Waters Staff from the Office of Water, Immediate Office to the Office of Wetlands, Oceans and Watersheds, Immediate Office as a separate staff office off the immediate office. Moving the Urban Waters Staff to OWOW will ensure better alignment of the goals of Urban Waters in developing effective approaches for addressing environmental health conditions in underserved and other communities with the watershed approach.
2. Describe the title(s) of the unit(s) affected. Urban Waters Staff in OW-IO to Urban Waters Staff in OWOW-IO
3. Explain the change purpose (e.g., whether the change is due to a new legislative authority, new program authority or shifts in program emphasis). To better align the goals of Urban Waters in developing effective approaches for addressing environmental health conditions in underserved and other communities with the watershed approach.
4. Discuss the progress to date based on communications with level approvers and discussions with stakeholders, unions, SSCs, etc. 11/19/15 – initial meeting w/ OHR-HQ, LER, OW-IO; 1/26/16 – OWOW All-Hands, SSC 1/28/16, and staff engagement. We are planning to communicate with the Regions, Federal Partners and program offices and grantees.
5. Describe the benefits of this change(s) to the agency (e.g., increased accountability, enhanced communication and coordination, improved efficiency). Better integration and alignment of the goals of Urban Waters in developing effective approaches for addressing environmental health conditions in underserved and other communities with the watershed approach in OWOW.
6. Is there an impact between AA/RA offices, between offices within an AA office or between Regional divisions? No impact.

B. ANALYSIS OF IMPACT ON PERSONNEL

1. Will there be an impact on the supervisor-to-staff ratio at the AAship/RAship level? (Contact your HRO/PMO for the current ratio). X ☐ No ☐ Yes
If yes, please explain and include your present AAship/RAship supervisor-to-staff ratio _____ and the proposed AAship/RAship supervisor-to-staff ratio _____.



REORGANIZATION PROPOSAL

2. Will this proposed reorganization: (a) Eliminate positions; (b) Cause a reduction in force; (c) Change how positions are graded; (d) Add new functional units; or (e) Support a VERA/VSIP? ☒ No ☐ Yes

If yes, please explain.

3. Will there be an impact on the diversity of the organization? ☐ No ☒ Yes

If yes, please explain. 4 females: 1-Asian; 1-African American; 2-White

C. ADMINISTRATIVE ISSUES (Failure to address all administrative issues may result in a delay in the implementation of the reorganization.)

1. Will there be any physical moves of staff? ☐ No ☒ Yes

If yes, please explain. Staff will relocate to the West building on the 7th floor.

2. Will new space be required? ☒ No ☐ Yes

If so, have all technical (computer, telecommunications, etc.) needs been assessed?

3. Will the reorganization require new information systems/technologies, or significant changes to existing ones, and (if so) has it been acquired? ☒ No ☐ Yes

If yes, please explain.

4. Will there be any budgetary impacts? **If yes, please explain in detail.** ☐ No ☒ Yes

The transition of the Urban Waters (UW) Program to OWOW will require shifting from OW/IO to OWOW budgetary resources associated with the program. Precise amounts will be determined through the normal OW work-planning process; based on recent operating plans it's estimated that the resource transfer will include: 4.0 FTE and associated payroll (approximately \$680,000); travel (approximately \$22,000); Working Capital Fund resources to support four staff members; and extramural funding (approximately \$3.7 million) to support contracts and grants.

D. EPA DIRECTIVES

1. Will any Delegations of Authority, Orders or Manuals be affected? ☒ No ☐ Yes

If yes, please explain and attach the directive affected.

E. ATTACHMENTS (Use the forms provided)

1. Staffing Plan Crosswalk (Use Staffing Plan Template). Contact your servicing HR SSC for information (Do not include social security numbers). Attached.

2. Current Organizational Chart. Attached.

3. Proposed Organizational Chart (Must include all organization levels). Attached.

4. Current Functional Statement. Attached.

5. Proposed Functional Statement (Must include all reporting levels). Attached.

Assistant Administrator/Regional Administrator Approval

Name: Joel Beauvais

Title: Deputy Assistant Administrator, OW

Signature:

Date:

6/21/11



REORGANIZATION PROPOSAL

Human Resources Office/Program Management Office Reviewed

Name: Alfredo Torrez

Title: Associate Director, PMO, OW

Signature: *Alfredo Torrez*

Date: 06/15/16

Human Resources Shared Service Center Approval (Certifies Receipt of this Package)

Name: Lizabeth Engebretson

Title: Director, SSC, Team Vegas

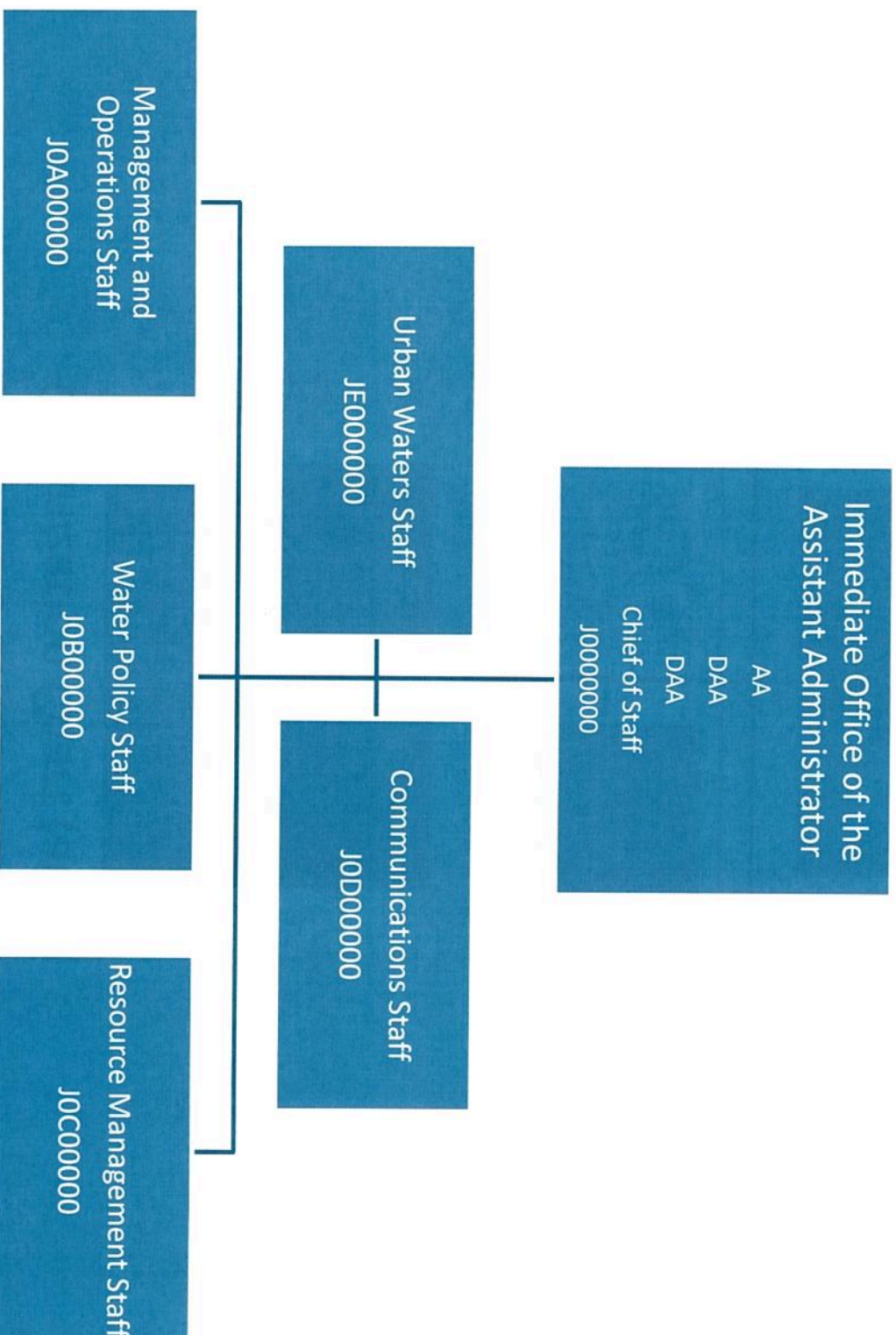
Signature:

Date:

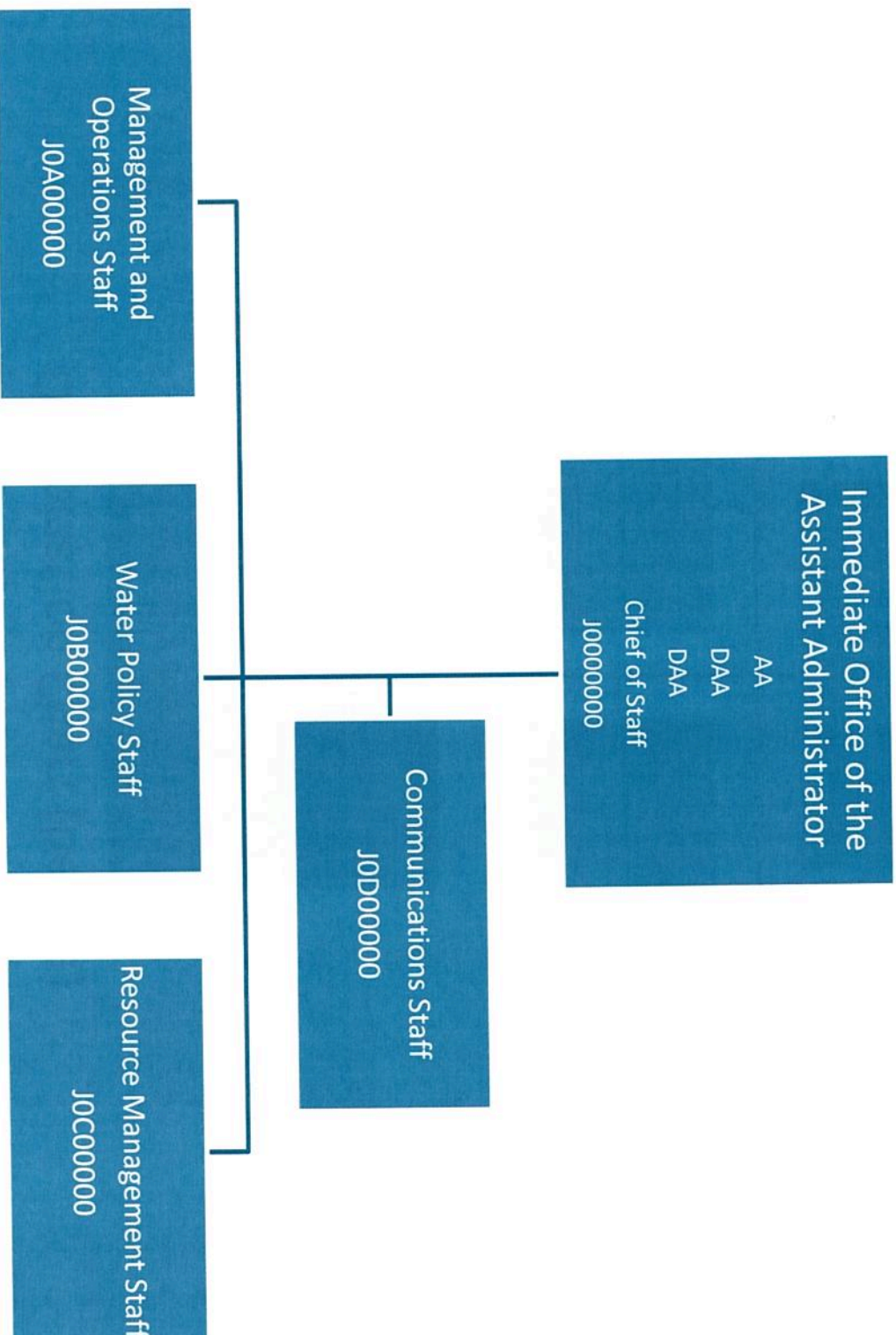
Contact Information:

Troy Boxton, Management Analyst
Office of Administration and Resources Management
Office of Human Resources
Policy, Planning and Training Division
Workforce Planning Branch
1200 Pennsylvania Avenue, N.W.
Room 1419 WJC East MC-3600A
Washington, D.C. 20460
Office: (202) 564-7419
Fax: (202) 564-1928
boxton.troy@epa.gov

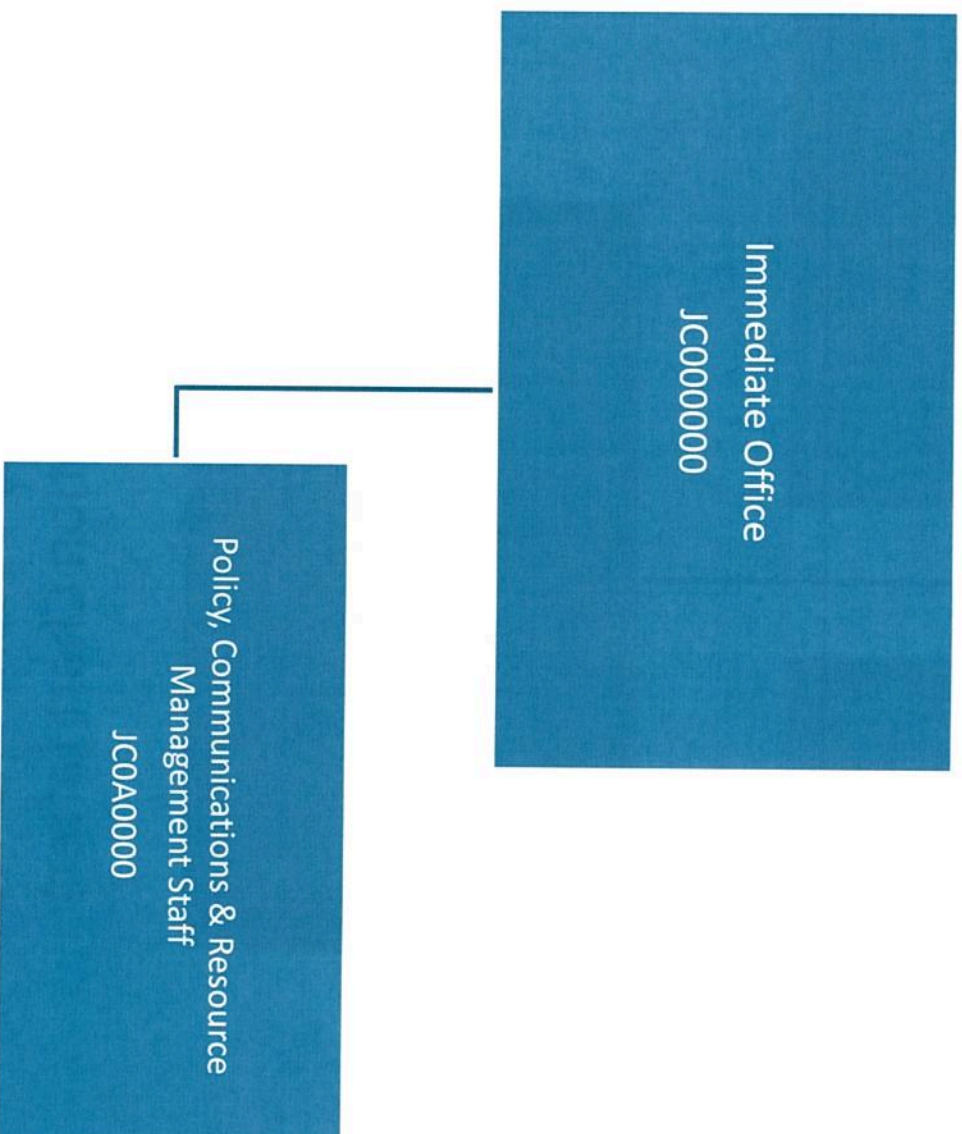
Immediate Office of Water Organization Chart (before)



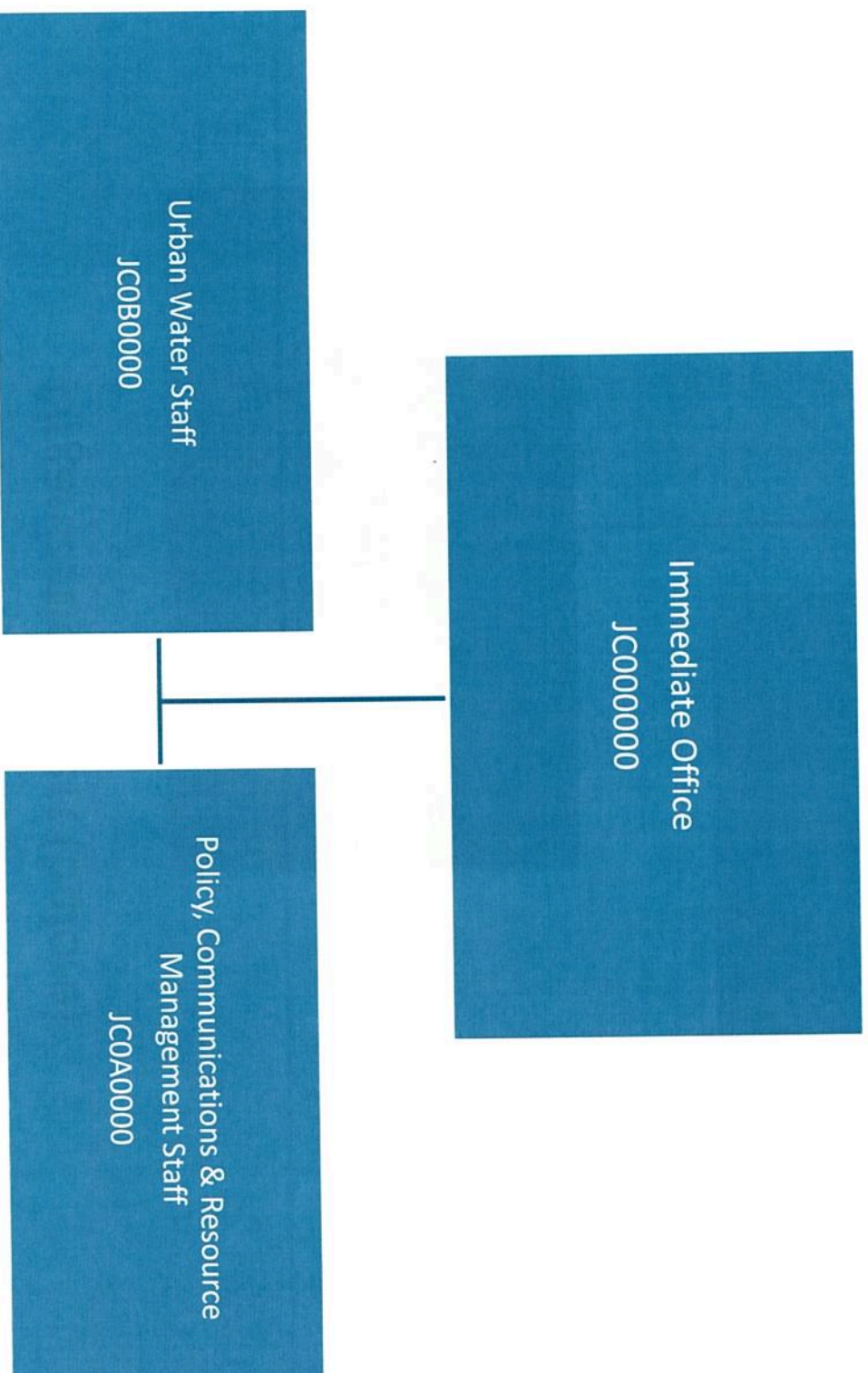
Immediate Office of Water Organization Chart (after)



Office of Wetlands, Oceans and Watersheds Organization Chart (before)



Office of Wetlands, Oceans and Watersheds Organization Chart (after)





PROPOSED FUNCTIONAL STATEMENT

OFFICE: Office of Wetlands, Oceans & Watersheds, Immediate Office

HEADQUARTERS OR REGIONAL OFFICE: Office of Water

ORGANIZATION HEAD: Benita Best-Wong, Director,
Office of Wetlands, Oceans & Watersheds

REPORTS TO: Joel Beauvais
Deputy Assistant Administrator, OW

FUNCTIONS: Immediate Office

OFFICE OF WETLANDS, OCEANS, AND WATERSHEDS. The Office of Wetlands, Oceans and Watersheds (OWOW), under the supervision of the Office Director, is responsible to the Assistant Administrator for Water for developing, as needed, policies, strategies, regulations and guidance for the protection of the environment which uses a variety of relevant authorities contained in the Clean Water Act (CWA), Marine Protection Research and Sanctuaries Act (MPRSA), Ocean Dumping Ban Act (ODBA), Shore Protection Act (SPA), Marine Plastic Pollution Research and Control Act (NPPRCA), Coastal Zone Management Act (CZMA), and Coastal Wetlands Planning, Protection, and Restoration Act (CWPPRA); the control of discharges of dredged and fill material into wetlands and other waters of the United States under Section 404 of the Clean Water Act and Section 103 of MPRSA; State conservation plans and programs to protect wetlands, including programs to assume Section 404 authority from the Federal government; the evaluation of 301(h) waivers; ocean dumping permits and site designation program; 403(c) discharge criteria program and other implementation programs which impact the marine environment; the assessment and monitoring of surface water; the identification and listing of problem water-bodies under CWA Sections 303(d) and 304(1); the implementation and management of the Total Maximum Daily Load (TMDL) program to determine needed levels of water quality based controls for point sources and non-point sources; and the management of the Non-point Source program (NPS), including CWA Section 319; the management of the Clean Lakes program, including CWA Section 314; the management of the National Estuary (CWA, Section 320) and Near Coastal Waters programs.

The Office is responsible for the management of the Ocean Survey Vessel Peter W. Anderson (20SV P.W. Anderson) and its associated monitoring/public education activities; the development and implementation of a national marine debris program; serving as the principal spokesperson and point of contact for the protection and management of: wetlands and similar

and/or closely associated habitats (such as riparian habitats, mud or sand flats), lakes and river corridors, vegetated shallows, estuarine and marine waters priority watersheds; providing assistance to the Regions for: 301(h) permit re-issuance concerns about balanced indigenous populations, 301(h) waivers to marine waters, 312 marine sanitation device program, 314 Clean Lakes programs, 319 NPS programs, 320 National Estuary program, surface water monitoring and assessment programs, 403(c) discharge criteria, ocean dumping permits, Section 404 activities, advance identification, non-regulatory wetlands protection, identification and assessment of coastal pollution problems and their causes, site designation, management and monitoring for ocean dumping, Chesapeake Bay, Gulf of Mexico and Great Lakes program activities, and research and emergency dumping developing and applying environmental indicators for water quality and habitat protection; providing policy oversight for the Great Lakes National Program Office, on Office of Water issues, including the review of budget and work-plans; and developing Reports to Congress on: status of Ocean Dumping programs under the MPRSA, Biennial Report on the National Estuary Program (NEP), CWA Sections 305(b), 314 and 319, Shore Protection Act, Annual Reports on 1) Monitoring and 2) Progress to Stop Dumping under the Ocean Dumping Ban Act, and marine debris.

The Office is responsible for providing overall EPA direction and leadership in the implementation of the EPA strategic plan for the protection of wetlands, coastal areas and priority watersheds, any amendments to that plan, and similar plans or strategies developed in the future; maintaining liaison on issues involving OW responsibility: within EPA, with other Federal Agencies, with States and local governments, with industry, with environmental, and other interest groups on issues; providing technical and financial support to the international community, in consultation with the Office of International Activities (OIA); implementing the EPA/OW Quality Assurance/Quality Control Program to ensure that all environmentally related measurements are of known and defensible quality; data quality requirements are specified to meet our customers' needs and program objectives; QA/QC requirements are addressed in regulatory development; QA/QC is performed by each division in full conformance with EPA policy and the Office's QA/QC Program; and developing and implementing administrative activities such as: budget and budget-related activities and analyses, workload models, operating guidance, and all other administrative services.

POLICY, COMMUNICATIONS, AND RESOURCE MANAGEMENT STAFF.

The Policy, Communications and Resource Management Staff (PCRMS), under the supervision of a Staff Director, serves as principal staff to the Office Director on matters relating to policy, budget, administration, management, strategic planning, and legislation. PCRMS has championed the watershed approach for the last seven years among other federal partners, states, tribes, local governments and other stakeholders. It helps to sponsor major national watershed conferences such as Watershed 1993 and Watershed 1996. PCRMS promotes the integration of environmental programs to further the watershed approach. Much of its work created the foundation for the watershed framework that is a central tenet of the Clean Water Action Plan. PCRMS plays a lead role in several major OW/White House Initiatives including the American

Heritage Rivers Initiative, the Clean Water Action Plan, and the Adopt Your Watershed Project (OW Initiative). Staff prepare Congressional testimony and other appropriate analysis as requested by the Office Director. PCRMS manages budget processes for OWOW, including development, implementation and oversight. Integral to budget planning and execution is the related function of coordinating the Office's Government Performance and Results Act (GPRA) responsibilities, through which PCRMS ensures incorporation of program priorities into annual program plans and evaluations. PCRMS provides oversight of OWOW's human resources management and training, facilities management, LAN administration, and OWOW's Federal Managers' Financial Integrity Act (FMFIA) responsibilities. PCRMS also performs other support functions as necessary.

URBAN WATERS STAFF

The Director, Urban Waters Staff, reports to the Deputy Office Director of OWOW. This staff is responsible for the transfer of best practices and the development of tools for locally-led urban water restoration using traditional and new media; the management of grants and/or contracts to support place-based projects that promote the restoration and protection of urban waters through locally-led efforts; the planning and execution of activities advancing EPA's Urban Waters Strategic Framework on behalf of the three AAs that lead EPA's Urban Waters program; and fulfilling EPA's responsibilities as lead agency for the Urban Waters Federal Partnership – an inter-agency partnership including twelve agencies working in coordination with White House offices to improve America's water systems and promote their economic, environmental and social benefits.

To accomplish this, the Urban Waters Staff will undertake activities including: evaluation and overall program management; strategic program planning; development, direction and coordination among team members and work group leads in all Headquarters and Regional offices with Urban Waters projects; briefing senior management on program operation and management; tracking and guiding the progress of the program; leveraging resources such as technical expertise and administrative support; working with other federal, state, local, private and non-governmental organizations to meet programmatic needs; facilitating alignment of programs to more effectively address issues.

The staff will provide program and policy analysis to the National Water Program, EPA and more broadly as appropriate on matters related to urban waters by: analyzing and advising on legislative, regulatory and policy initiatives with significant impact on urban waters goals, especially their cross-media and cross-cutting focus; preparing reports to communicate findings; identifying program and policy issues pertaining to the Urban Waters program and its implementation; and engaging in discussions with various EPA offices to resolve program and policy issues.

The staff will apply state-of-the-art knowledge, tools, and techniques to develop national policy on these issues and synthesizing the policy analysis with recommendations into complete, usable

briefings for senior management. The staff will work to identify effective approaches for broad-based coalitions at the community level to make lasting changes to environmental and health conditions in underserved and other communities. This staff will work with EPA and other federal officials to tackle overarching issues identified by the communities themselves.

This staff is responsible for developing, planning and executing Urban Waters national meetings and workshops as appropriate to gather leaders from across the country working to improve the environmental health of their communities. This staff will also respond to congressional, administrative and public inquiries concerning Urban Waters program activities and research and prepares responses to correspondence from the public and other federal agencies.

EPA ORGANIZATION CODE CHANGE REQUEST FORM

(11/2015 Edition)

Proposed Effective Date:

REGION/AASHIP: OW JB000000

Instructions: Please complete the Organization code change form and forward it as part of the final reorganization package (without the examples). All requested changes will be reviewed by the agency's reorganization team for conformity with system code change procedures. Failure to provide this information may delay processing of this request. There must be one line for each Type of Change. Deleted organizations will be inactivated and the Current Organization Name and Organization Code needs to be provided. New organizations start at Type of Change with "New Organization" and fill in the rest to the right. Please provide the City and State, "Duty Location" of the new organization. When Renaming organizations, if it changes in the organizational level then that organization can not be changed. It needs to be listed as a Delete and a New Organization created with the new name. Renamings stay at the same level in the organization hierarchy.

CURRENT ORGANIZATION NAME ¹	CURRENT ORG CODE ²	TYPE OF CHANGE (click on the cell drop down for change type)	NEW ORGANIZATION NAME ¹	NEW ORG CODE ² (optional)	New Org CITY	New Org STATE
Office of Water - Urban Waters Staff	JE000000	Delete Organization				
		New Organization	Office of Water, Office Wetlands Oceans & Watersheds - Urban Waters Staff	JC0B0000	Washington	DC
NOTE:						
1 Organization Name is a 37 characters field. If the new description is longer than that it will be abbreviated.						
2 Organization Code is a 8 character field in Alpha/Numeric format.						
RED - Delete Org, BLUE - Rename Org, GREEN - New Org						

STAFFING PLAN CROSSWALK FORM

ORGANIZATION NAME: Office of Wetlands Oceans & Watersheds - Immediate Office

NOTE(s): All eight columns must be completed by the program office. See instruction tab for detailed procedures on crosswalk completion. Please briefly explain proposed changes in the notes column, including the use of any standard position descriptions.

CURRENT: OWOW IMMEDIATE OFFICE - JC000000 (SAME ORG TITLE AND ORG CODE)

(A) Current Org Code	(B) Current Acronym	(C) Name	(D) Current Position Title/Series/Grade	(E) Proposed Position Title/Series/Grade (If Changed)	(F) Empl ID	(G) Realign (L)/Reassign (R)/No Change (NC)	(H) Notes
JC000000	OWOW- IO	Best-Wong, Benita	Office Director - SES/ES-340		3251	NC	
JC000000	OWOW- IO	Evans, Dave	Deputy Office Director- SES/ES-340		2472	NC	
JC000000	OWOW- IO	Reid, Darren	Program Analyst - GS-343-13		19256	NC	
JC000000	OWOW- IO	Nandi, Romell	Environmental Protection Specialist - GS-0028-14		1771	NC	

CURRENT: Policy, Communications & Resource Management Staff - JC0A0000 (SAME ORG TITLE & CODE)

(A) Current Org Code	(B) Current Acronym	(C) Name	(D) Current Position Title/Series/Grade	(E) Proposed Position Title/Series/Grade (If Changed)	(F) Empl ID	(G) Realign (L)/Reassign (R)/No Change (NC)	(H) Notes
JC0A0000	PCRMS	Chancey, Barbara	(Supervisory) Management Analyst, GS-343-15		13068	NC	
JC0A0000	PCRMS	Brown, Robert N.	Program Analyst, GS-343-15		10698	NC	
JC0A0000	PCRMS	Bravo, Antonio	Public Affairs Sp. GS-1035-15		14859	NC	
JC0A0000	PCRMS	Heber, Margarete	Environmental Protection Specialist, GS-0028-15		4575	NC	
JC0A0000	PCRMS	Cahanap, Concepcion	Environmental Protection Specialist, GS-0028-14		4706	NC	
JC0A0000	PCRMS	Moore, Kristie	Program Analyst, GS-343-14		20264	NC	
JC0A0000	PCRMS	Nelson, Tomeka	Program Analyst, GS-343-13		24468	NC	
JC0A0000	PCRMS	Palmer-Greene, Felicia	Program Analyst, GS-343-13		18814	NC	
JC0A0000	PCRMS	Sheeler, Antonio	IT Specialist (APPSW), GS-2210-13		21588	NC	
JC0A0000	PCRMS	Smothers, Yvonne	Program Analyst, GS-343-13		19052	NC	
JC0A0000	PCRMS	Beale, Judy	Program Analyst, GS-343-13		19478	NC	
JC0A0000	PCRMS	Datcher, Dawn	Program Analyst, GS-343-13		29543	NC	

PROPOSED: Urban Water Staff- JC0B0000 (SAME ORG TITLE, NEW ORG CODE- change from JE000000)

(A) Current Org Code	(B) Current Acronym	(C) Name	(D) Current Position Title/Series/Grade	(E) Proposed Position Title/Series/Grade (If Changed)	(F) Empl ID	(G) Realign (L)/Reassign (R)/No Change (NC)	(H) Notes
JC0B0000	OW- Urban Waters	Shah, Surabhi K.	(Supervisory) Environmental Protection Specialist, GS-0028-15		21810	L	
JC0B0000	OW- Urban Waters	Johnson, Teresa L.	Environmental Protection Specialist, GS-0028-14		11087	L	
JC0B0000	OW- Urban Waters	Klos, Caroline	Environmental Protection Specialist, GS-0028-14		26430	L	
JC0B0000	OW- Urban Waters	Parker, Robin	Environmental Protection Specialist, GS-0028-13		25240	L	Reassignment from OSWER to Urban Waters is effective 4/4/16
JC0B0000	OW- Urban Waters	Vacant	Environmental Protection Specialist, GS-0028-9			L	Vacant Position



CURRENT FUNCTIONAL STATEMENT

OFFICE: Office of Wetlands, Oceans & Watersheds, Immediate Office

HEADQUARTERS OR REGIONAL OFFICE: Office of Water

ORGANIZATION HEAD: Benita Best-Wong, Director,
Office of Wetlands, Oceans & Watersheds

REPORTS TO: Joel Beauvais
Deputy Assistant Administrator, OW

FUNCTIONS: Immediate Office

OFFICE OF WETLANDS, OCEANS, AND WATERSHEDS. The Office of Wetlands, Oceans and Watersheds (OWOW), under the supervision of the Office Director, is responsible to the Assistant Administrator for Water for developing, as needed, policies, strategies, regulations and guidance for the protection of the environment which uses a variety of relevant authorities contained in the Clean Water Act (CWA), Marine Protection Research and Sanctuaries Act (MPRSA), Ocean Dumping Ban Act (ODBA), Shore Protection Act (SPA), Marine Plastic Pollution Research and Control Act (NPPRCA), Coastal Zone Management Act (CZMA), and Coastal Wetlands Planning, Protection, and Restoration Act (CWPPRA); the control of discharges of dredged and fill material into wetlands and other waters of the United States under Section 404 of the Clean Water Act and Section 103 of MPRSA; State conservation plans and programs to protect wetlands, including programs to assume Section 404 authority from the Federal government; the evaluation of 301(h) waivers; ocean dumping permits and site designation program; 403(c) discharge criteria program and other implementation programs which impact the marine environment; the assessment and monitoring of surface water; the identification and listing of problem water-bodies under CWA Sections 303(d) and 304(1); the implementation and management of the Total Maximum Daily Load (TMDL) program to determine needed levels of water quality based controls for point sources and non-point sources; and the management of the Non-point Source program (NPS), including CWA Section 319; the management of the Clean Lakes program, including CWA Section 314; the management of the National Estuary (CWA, Section 320) and Near Coastal Waters programs.

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and/or closely associated habitats (such as riparian habitats, mud or sand flats), lakes and river corridors, vegetated shallows, estuarine and marine waters priority watersheds; providing assistance to the Regions for: 301(h) permit re-issuance concerns about balanced indigenous populations, 301(h) waivers to marine waters, 312 marine sanitation device program, 314 Clean Lakes programs, 319 NPS programs, 320 National Estuary program, surface water monitoring and assessment programs, 403(c) discharge criteria, ocean dumping permits, Section 404 activities, advance identification, non-regulatory wetlands protection, identification and assessment of coastal pollution problems and their causes, site designation, management and monitoring for ocean dumping, Chesapeake Bay, Gulf of Mexico and Great Lakes program activities, and research and emergency dumping developing and applying environmental indicators for water quality and habitat protection; providing policy oversight for the Great Lakes National Program Office, on Office of Water issues, including the review of budget and work-plans; and developing Reports to Congress on: status of Ocean Dumping programs under the MPRSA, Biennial Report on the National Estuary Program (NEP), CWA Sections 305(b), 314 and 319, Shore Protection Act, Annual Reports on 1) Monitoring and 2) Progress to Stop Dumping under the Ocean Dumping Ban Act, and marine debris.

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POLICY, COMMUNICATIONS, AND RESOURCE MANAGEMENT STAFF.

The Policy, Communications and Resource Management Staff (PCRMS), under the supervision of a Staff Director, serves as principal staff to the Office Director on matters relating to policy, budget, administration, management, strategic planning, and legislation. PCRMS has championed the watershed approach for the last seven years among other federal partners, states, tribes, local governments and other stakeholders. It helps to sponsor major national watershed conferences such as Watershed 1993 and Watershed 1996. PCRMS promotes the integration of environmental programs to further the watershed approach. Much of its work created the foundation for the watershed framework that is a central tenet of the Clean Water Action Plan.

PCRMS plays a lead role in several major OW/White House Initiatives including the American Heritage Rivers Initiative, the Clean Water Action Plan, and the Adopt Your Watershed Project (OW Initiative). Staff prepare Congressional testimony and other appropriate analysis as requested by the Office Director. PCRMS manages budget processes for OWOW, including development, implementation and oversight. Integral to budget planning and execution is the related function of coordinating the Office's Government Performance and Results Act (GPRA) responsibilities, through which PCRMS ensures incorporation of program priorities into annual program plans and evaluations. PCRMS provides oversight of OWOW's human resources management and training, facilities management, LAN administration, and OWOW's Federal Managers' Financial Integrity Act (FMFIA) responsibilities. PCRMS also performs other support functions as necessary.

